Key Considerations for Adult Educators in Partnering with Workforce Providers and Employers

VAACE workshop
October 21, 2015
About National Skills Coalition: Our Vision

We seek an America that grows its economy by investing in its people, so that every worker and every industry has the skills to compete and prosper.
Our Mission

• We **organize** broad-based coalitions seeking to raise the skills of America’s workers across a range of industries.

• We **advocate** for public policies that invest in what works, as informed by our members’ real-world expertise.

• And we **communicate** these goals to an American public seeking a vision for a strong U.S. economy that allows everyone to be part of its success.
Today’s Workshop

• Three opportunities for partnership and alignment within WIOA

• Zeroing in: An example on the ground

• Your comments and reactions
A Reminder: How WIOA Funds Flow (simplified)

Federal Appropriations

States (departments of labor, education, etc.)

- Community Colleges*
- School Districts*
- Community-Based Organizations* (CBOs)
- Local Workforce Investment Boards (WIBs)

*Some states.
WIOA: Incentivizing Partnership?

Getting a partnership off the ground is time-consuming. WIOA provides some “nudges” to encourage potential partners. Today, we’ll discuss three potential avenues.

• Integrated Education and Training
• Career Pathways
• Sector Partnerships

But first…
Who’s a Potential Partner?

• Community colleges
• Nonprofit training programs
• Workforce boards
• Other private training providers
• Employers

Photo credit: Aleksandr Doodko, 123rf
A Show of Hands

Does your organization already partner with one or more of these groups?
The First Nudge

- Integrated Education and Training (IET) provides adult education activities concurrently and contextually with workforce preparation activities and workforce training
- Targets training in specific occupations or clusters

One of the best-known IET models is I-BEST.
Opportunity: Integrated Education & Training (IET) Programs

- Opportunity to **launch** new or **expand** existing IET programs
- Potential for **partnerships** with colleges or other institutions
What Does Good IET Look Like? Resources

- Interviews with California IET practitioners: [www.calpro-online.org/onlinevideolibrary/iet.asp](http://www.calpro-online.org/onlinevideolibrary/iet.asp)

- Examples of nonprofit/community college partnerships to serve immigrant workers: [www.ncwe.org/?page=BCPIW](http://www.ncwe.org/?page=BCPIW)

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www.nationalskillscoalition.org
Discussion

• If your organization *already* provides IET, what has been the biggest lesson learned so far?

• If your organization is *considering* implementing an IET program, what is the greatest concern or question about doing so?
The Second Nudge

• Career pathways provide an opportunity for learners to obtain a secondary and eventually a postsecondary credential

• Not all elements of the career pathway need to exist in a single organization
Opportunity: Career Pathways

• State board must develop strategies to support the use of career pathways

• Local board must lead efforts to develop and implement career pathways and include descriptions in local plans

• Statewide set-aside funds may be used to develop career pathways programs
Moving Toward Pathway Alignment

• It’s a process!
• Understanding what motivates institutional partners is important
• Looking beyond WIOA for additional funds or mandates may be necessary

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An Example: Pasadena

- Immigrant *day laborer center* partnered with community college
- Goal: **Formalize an educational pathway** for adult learners from noncredit English as a Second Language and Immigrant Education programs to other noncredit programs, noncredit short-term Career Technical Education (CTE) Programs, credit programs or the workforce.

Learn more: www.ncwe.org/?page=BCPIW
How it Works

• PCC’s Noncredit Division created five new vocational ESL certificate programs.
• Each one can be completed within a 16-week, 120-hour term
• They include:
  – VESL Green Gardening and Landscaping
  – VESL Green Housekeeping
  – VESL Childcare
  – VESL Green Construction
  – VESL Healthcare

Several of these VESL certificates will be educational pathways to additional short-term CTE certificate programs with high employment potential.

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Discussion

- Do you have learners in a similar position to the Pasadena workers?

- What ideas does the Pasadena example spark for you? What questions does it raise?
One Final Nudge: Sector Partnerships

- State plans must describe how employers will be engaged – including through industry or sector partnerships
- Can use statewide set-aside funds to develop or expand sector partnerships
- Local boards must “develop, convene, or implement” sector partnerships

See examples:
www.nfwsolutions.org/find-workforce-partnership

www.nationalskillscoalition.org
Opportunity: Sector Partnerships & Adult Ed

• Be at the table
• Get employer input into your activities or curriculum
• See better outcomes for your learners
Employer Engagement

• Activities *in* the classroom can be informed by partnerships *outside* the classroom

• **Take the initiative.** Engage employers in a way that is meaningful and useful to them *and* to your learners

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Employer Collaboration Resources

- **English Works** resources from English for New Bostonians can help adult education programs make the case to employers

Establishing Effective Partnerships

In the shorter term:
• Shared vision of success
• Common measures/indicators
• Mutually reinforcing areas of expertise

Over the longer term:
• Inter-operable data systems
• Joint program development?

What would you put on the list?

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A Final Opportunity: Youth

• WIOA Title I expands percentage devoted to “Out of School Youth” (OSY) to 75% of total youth funds

• OSY= neither in school nor working

• OSY age range expanded to 16-24

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Your Questions

Please share your questions and experiences.
Contact

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